

## Trustees' Annual Report for the period

From 01/01/2024  
Period end date

Period start date To 31/12/2024

**Charity name:** REFEO (Refugee Education For Equal Employment Opportunities)

**Charity registration number:** SC052439

Charity name	Refugee Education For Equal Employment Opportunities (REFEO)
Charity number	SC052439
Charity's principal address	
Names of the charity trustees on date of approval of Trustee' Annual Report	
Type of governing document	Constitution
Trustee recruitment and appointment	Selection method for the trustees is conducted in line with the governing document, indicating that any new individual appointment will be according to their skills, knowledge and experience and how they fit with what is needed for an effective administration of the SCIO.
Charitable purposes	<p>To improve refugees' and asylum seekers' (who must be 18 or over) integration within Scottish society and support their financial independence, thus advancing the following charitable purposes:</p> <ul style="list-style-type: none"><li>• The advancement of education</li><li>• The relief of those in need by reason of age, ill-health, disability, financial hardship or other disadvantage</li><li>• The relief of unemployment</li></ul>
Summary of the main activities and achievements of the charity	<p><b>Tech for Good:</b> Closing the digital divide is at the heart of our work. We provided 176 laptops in good working conditions to UK Refugees and Asylum seekers (R/A) to ensure the lack of access to a laptop does not prevent them from benefitting from the online accredited courses and mentoring services we provide.</p> <p><b>Education and mentoring:</b> We matched 14 service users (clients) with courses which are relevant to any experience they have had in their home country, or to courses that support their current professional plans, to help them transfer or update qualifications for their chosen employability choices.</p> <p>Our online accredited courses are accessible 24/7, with mentor supporting mentees weekly through the courses to maximise their chances of receiving</p>

	<p>accreditation and a certificate to support their CV readiness and journey towards employment. Each client is given a target at their initial assessment to work towards when they jointly develop their work plan with their mentors. Mentors are kept in regular contact to ensure the clients remain on track, ensuring we achieve our success rate of 90% of those completing an accredited course.</p> <p>We also contribute to university fees of those who cannot afford to pay them.</p> <p>This vital activity which advances education of R/A is bringing them one step closer to employment and therefore empowering them to break the cycle of poverty.</p> <p><b>Employability:</b> Through bilateral education of both asylum seekers and employers, we raise awareness about asylum seekers' right to work in the UK. This information is currently not common knowledge, resulting in great difficulty for asylum seekers to find work. As our programme focuses on education of this issue, and changing employment practices, we hope that the number of asylum seekers benefitting will be limitless.</p> <p>As part of the programme, we match R/A with companies that offer jobs that match their qualifications to improve their financial situation and enable them to integrate.</p>
Policy on reserves	<p>The Trustees have now established a reserves policy setting the minimum reserves level at £2,500. The Board intends to gradually build the reserves to a more sustainable level over the coming years while ensuring that funds remain focused on charitable delivery.</p>

Declarations

The trustees declare that they have approved the trustees’ report above.

Signed on behalf of the charity’s trustees

	Signature(s)	<div></div>	
	Full name(s)	<div></div>	
Position	Chair	Co-chair	
Date	30.09.2025		

REFEO Accounts	All figure sin GBP unless specified	Total	Jan-2024	Feb-2024	Mar-2024	Apr-2024	May-2024	Jun-2024	Jul-2024	Aug-2024	Sep-2024	Oct-2024	Nov-2024	Dec-2024
Income														
1	Hugh Fraser Turcan Connell	2,275.00	2,275.00	-	-	-	-	-	-	-	-	-	-	-
2	SCVO	14,975.00	14,975.00	-	-	-	-	-	-	-	-	-	-	-
3	The Robertson Trust	10,000.00	10,000.00	-	-	-	-	-	-	-	-	-	-	-
	Total	27,250.00	27,250.00	-	-	-	-	-	-	-	-	-	-	-
Expenses														
1	Bank Fee	(60.00)	(5.00)	(5.00)	(5.00)	(5.00)	(5.00)	(5.00)	(5.00)	(5.00)	(5.00)	(5.00)	(5.00)	(5.00)
2	Communication	(150.00)	(12.50)	(12.50)	(12.50)	(12.50)	(12.50)	(12.50)	(12.50)	(12.50)	(12.50)	(12.50)	(12.50)	(12.50)
3	DBS Check	-	-	-	-	-	-	-	-	-	-	-	-	-
4	Equipment	(12,004.05)	(5,372.08)	(489.00)	-	(2,298.00)	-	(3,844.97)	-	-	-	-	-	-
5	Insurance	(100.80)	-	-	-	-	-	-	-	(100.80)	-	-	-	-
6	IT	(105.10)	(105.10)	-	-	-	-	-	-	-	-	-	-	-
7	Office Rent	(396.00)	-	-	-	-	-	(198.00)	-	-	-	-	-	(198.00)
8	Other	-	-	-	-	-	-	-	-	-	-	-	-	-
9	Revenue	-	-	-	-	-	-	-	-	-	-	-	-	-
10	Salary	(9,000.00)	(750.00)	(750.00)	(750.00)	(750.00)	(750.00)	(750.00)	(750.00)	(750.00)	(750.00)	(750.00)	(750.00)	(750.00)
11	Stationery	-	-	-	-	-	-	-	-	-	-	-	-	-
12	Storage	-	-	-	-	-	-	-	-	-	-	-	-	-
13	Team Entertainment	-	-	-	-	-	-	-	-	-	-	-	-	-
14	Training	-	-	-	-	-	-	-	-	-	-	-	-	-
15	Transport	(600.00)	-	-	-	(300.00)	-	-	-	-	-	-	-	(300.00)
16	Research	-	-	-	-	-	-	-	-	-	-	-	-	-
17	Volunteer Expense	-	-	-	-	-	-	-	-	-	-	-	-	-
	Total	(22,415.95)	(6,244.68)	(1,256.50)	(767.50)	(1,067.50)	(3,065.50)	(965.50)	(4,612.47)	(767.50)	(868.30)	(767.50)	(767.50)	(1,265.50)
Income and Expenses														
1	Income : Project	27,250.00	27,250.00	21,005.32	19,748.82	18,981.32	17,913.82	14,848.32	13,882.82	9,270.35	8,502.85	7,634.55	6,867.05	6,099.55
2	Expenses : Project	(22,415.95)	(6,244.68)	(1,256.50)	(767.50)	(1,067.50)	(3,065.50)	(965.50)	(4,612.47)	(767.50)	(868.30)	(767.50)	(767.50)	(1,265.50)
	Net	4,834.05	21,005.32	19,748.82	18,981.32	17,913.82	14,848.32	13,882.82	9,270.35	8,502.85	7,634.55	6,867.05	6,099.55	4,834.05

Chair

Co-chair